



United States Department of the Interior

BUREAU OF LAND MANAGEMENT

California State Office
2800 Cottage Way, Suite W1623
Sacramento, CA 95825

www.blm.gov/ca

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To: All Employees

From: State Director

Subject: State Leadership Team Commitments for Improving the BLM California Working Environment

The BLM California (BLM CA) State Leadership Team (SLT) has adopted a set of recommendations made by the CA Labor-Management Forum which I believe will go a long way toward improving the working environment and experience of all our employees. These recommendations address some of the most common concerns evidenced by BLM CA responses to Employee Viewpoint Surveys (EVS). I hope that you will recognize the SLT's commitment to addressing employee concerns and will take advantage of future opportunities to provide feedback through the EVS.

The attached "Labor-Management Forum Recommendations Regarding the Federal Employee Viewpoint Survey 2012 Results" is the result of work done by our Labor-Management Forum (LMF). The Labor-Management Forum (LMF) was formed to provide recommendations that will benefit BLM CA employees, promote the efficiency of the Agency, improve services to the American public, and strengthen the Labor Management relationship. LMF membership includes three management and three labor representatives.

The adopted recommendations fall into the following categories: Survey-Related Recommendations; EPAP Recommendations; Individual Development Plan (IDP) Recommendations; and General Recommendations.

The recommendations include items that require individual supervisor commitment, as well as some that will require us to develop and/or schedule training. My goal is to see all these recommendations implemented in a timely fashion and to follow up implementation by monitoring the outcomes in the FY 2014 and future surveys to determine how successful we are in our commitment.

Finally, the SLT also believes that, as part of our accountability to our workforce, it is important

to *emphasize* personal growth and development for both employees and supervisors. Two ways you should expect to see supervisors demonstrating that emphasis are through: 1) effectively working with employees on their IDPs; and 2) a renewed dedication to mentoring.

I encourage all employees to become familiar with these recommendations and invest in BLM CA's success in addressing them in any way you can.

Signed by;
Angie Lara
Associate State Director

Authenticated by:
Richard A. Erickson
Records Management

Attachment - 1
Labor-Management Forum Recommendations Regarding the Federal Employee Viewpoint
Survey 2012 Results (5 pp)